

Effects of modernization and technology on hr practices

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It is also becoming relevant to Human Resources, whose job nowadays is not limited to spotting, recruiting and developing individual talent. The HRS professionals of today need to be able to "create links and foster collaboration between employees" as well, said Yves Grandmother, HRS Director at Microsoft France. One of the main characteristics of a modernized HRS management is that people in this field possess the primary objective of creating a constructive work environment where employees will be encouraged to dedicate themselves to their work.

An example would be enforcing strict policies regarding the employees' behavior. For instance, all employees may go through frequent trainings in which they learn about language and actions that are up to standard and even encouraged, in opposition to ways of behaving which can lead to a negative workplace. The main point is that a modernized leader must be someone who can connect people and place him/herself at their service, helping to speed up and guide the flow of information between them.

The product will be a networked organization, in which digital channels will wipe out hierarchical limits. In relation to this, the Human Resources need to be flexible and scalable because it will enable them to manage every aspect of employment. They must be able to store all HRS data for each employee, supervise timekeeping, carry out accurate administration of benefits, track leave accumulations and sort out new employee staffing for open positions in the company. One way in which Human Resources has been significantly affected by technology is in the area of recruiting.

Before the Internet, HRS recruiters had to rely on print publications, such as newspapers, to be able to publicize job openings and get prospects for those positions. Other methods involving networking also were used, UT HRS recruiters did not have the ability to post a job in one or more locations and have millions of people see it all at once. Technology has made recruiting more efficient since there is Internet particularly websites (such as Soberest. Com. PH) and, In the hands of the right recruiter, more successful as well.

In addition to the added knowledge and skills are appealing draws for companies seeking the best Job candidates, and they are powerful engagement and retention tools as well. Information technology makes it possible for Human Resources professionals to train new and incoming staff members in a more resourceful manner as well. An online HRS management system is perhaps the most affordable and powerful tool to help your department achieve new levels of efficiency when it comes to handling the administrative work that remains a major part of HRS mission.

The ability to access company information and training programs to and from remote locations eliminates the need for trainers to work directly with new hires on all trainings they need to undergo. Interactions on some level will always be necessary, of course, but training virtually makes it possible for the HRS professionals to train a large number of employees quickly and to assess their progress through computerized testing programs. It also lets HRS tailor employee self-service related to benefits, payroll, training, and more.

Customizable communications also help HRS departments reach out with timely reminders and messages to support relationship-building with all of your company's workers. With data storage and retrieval matters, Human Resources professionals generally process an extensive amount of paperwork and also have to keep much of that on file for a considerable period of time especially the 201 files of the employees. The use of technology has made it possible for companies to store and retrieve files in an electronic format. It also makes it possible for them to simply print the forms that are needed for employees.

Printing on demand eliminates the need to dig through an endless number of files in the filing cabinet to find what is needed. Enhanced performance management is another derivative of technological improvement. Human Resources professionals can use computer technology to assess employee performance and also to get employee feedback to be used for the betterment of the organization. Various software programs make it possible for Human Resources professionals to examine employees' performance using metrics to ensure that they are meeting the performance standards set by the company.

And for those that don't measure up, they can be subjected to additional training or let go in favor a replacement who can come in and do the Job more efficiently. To ensure consistency, work processes are standardized and the company's treatment of its employees are consistent and fair. An online HRS management system enables HRS professionals to post policies, procedures, employee handbooks, work processes, unifies features, training

requirements, development eligibility criteria, and other information in a manner that will be convenient for both the company and its employees.